

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 001

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	773.50	822.19	853.87	879.46	906.24	926.91	958.18	980.57	994.50

GRADE 002

04/26/08	790.14	840.47	864.84	895.27	924.49	942.77	980.45	1,002.79	1,016.74
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GRADE 003

360B LIBRARY AIDE

04/26/08	805.15	856.29	884.32	916.00	942.77	965.93	998.94	1,021.33	1,035.30
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GRADE 004

04/26/08	817.36	869.52	901.35	931.83	965.93	984.18	1,019.97	1,042.35	1,056.27
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GRADE 04U

334B ZOO & CONSERVATORY ATTENDANT

318 REFECTORY ATTENDANT

(Both Earn Benefits After 1040 Hours In Title)

	(1)
04/26/08	10.88

GRADE 005

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	831.96	889.22	922.08	952.55	981.75	1,003.66	1,036.00	1,058.41	1,072.33

GRADE 006

04/26/08	849.01	906.24	935.42	968.36	1,003.66	1,020.69	1,058.26	1,080.65	1,094.58
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GRADE 06U

	(1)	(2)	(3)	(4)
04/26/08	10.57	11.32	11.70	12.11

GRADE 007804 CLERICAL TRAINEE
083A MAINTENANCE TRAINEE

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	864.84	924.49	957.40	990.27	1,028.00	1,047.54	1,086.74	1,109.13	1,123.03

GRADE 008085A MANAGEMENT TRAINEE
087A TECHNICAL TRAINEE

04/26/08	884.32	942.77	975.67	1,013.38	1,047.54	1,070.67	1,110.21	1,132.59	1,146.52
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GRADE 009

04/26/08	901.35	965.93	997.60	1,035.32	1,070.67	1,093.81	1,136.84	1,159.24	1,173.16
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GRADE 010

100 SERVICE WORKER II

04/26/08	922.08	981.75	1,017.10	1,049.95	1,088.92	1,118.72	1,163.53	1,185.93	1,199.86
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GRADE 011

04/26/08	935.42	1,003.66	1,037.76	1,075.48	1,118.72	1,146.32	1,188.89	1,211.27	1,225.19
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GRADE 012361B LIBRARY CUSTOMER SERVICE ASSISTANT I
316B OFFICE ASSISTANT I

04/26/08	957.40	1,028.00	1,064.55	1,102.91	1,146.32	1,171.31	1,218.90	1,241.28	1,255.21
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GRADE 013

155 DUPLICATING EQUIP OPERATOR TRAINEE

04/26/08	975.67	1,047.54	1,085.25	1,127.89	1,176.56	1,202.33	1,256.36	1,278.75	1,292.68
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GRADE 014

04/26/08	997.60	1,070.67	1,112.12	1,152.87	1,200.91	1,236.40	1,283.81	1,306.17	1,320.11
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GRADE 015

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,017.10	1,088.92	1,134.49	1,180.51	1,236.40	1,264.82	1,316.93	1,339.34	1,353.24

GRADE 016

04/26/08	1,040.22	1,120.06	1,163.38	1,213.66	1,264.82	1,297.43	1,354.39	1,376.81	1,390.73
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GRADE 017

267A PARKING ENFORCEMENT OFFICER

267P PARKING ENFORCEMENT OFFICER

04/26/08	1,064.55	1,146.32	1,191.05	1,243.52	1,298.95	1,337.25	1,390.43	1,412.83	1,426.77
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GRADE 018

317B OFFICE ASSISTANT II

362B LIBRARY CUSTOMER SERVICE ASSISTANT II

04/26/08	1,085.25	1,176.56	1,225.05	1,276.18	1,334.37	1,368.50	1,426.52	1,448.92	1,462.84
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GRADE 019

577 ACCOUNTING CLERK I

04/26/08	1,112.12	1,200.91	1,254.86	1,310.29	1,368.50	1,405.44	1,462.56	1,484.94	1,498.86
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GRADE 020

04/26/08	1,135.80	1,237.78	1,290.40	1,347.15	1,406.83	1,445.20	1,505.79	1,528.17	1,542.10
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GRADE 021

284B GOLF PROGRAM OUTREACH COORDINATOR

142A REFECTORY SUPERVISOR

04/26/08	1,163.38	1,264.82	1,320.24	1,381.25	1,440.95	1,480.73	1,543.30	1,565.70	1,579.62
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GRADE 022

681 PROPERTY CLERK

438 STORES CLERK

04/26/08	1,191.05	1,298.95	1,362.82	1,422.44	1,484.96	1,526.16	1,590.85	1,613.26	1,627.17
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GRADE 22P

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,226.30	1,338.66	1,394.06	1,459.36	1,540.36	1,604.28	1,711.96	1,725.90	1,739.82

GRADE 023

04/26/08	1,225.05	1,334.37	1,392.68	1,456.59	1,517.63	1,560.24	1,624.00	1,646.38	1,660.31
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GRADE 024

004 ACCOUNTING CLERK II
363B LIBRARY CUSTOMER SERVICE ASSISTANT III
300 METER READER
318B OFFICE ASSISTANT III

04/26/08	1,257.69	1,369.89	1,432.39	1,499.18	1,563.08	1,607.08	1,674.47	1,696.85	1,710.76
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GRADE 025

381A CUSTOMER SERVICE REPRESENTATIVE
156 DUPLICATING EQUIP OPERATOR

04/26/08	1,288.97	1,405.44	1,466.52	1,528.99	1,597.19	1,642.59	1,711.96	1,734.36	1,748.29
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GRADE 25T

700A IS SYSTEMS SUPPORT SPECIALIST I

	Start (1)	1-yr (2)	1.5-yr (3)	2-yr (4)	2.5-yr (5)	3-yr (6)	3.5-yr (7)	4-yr (8)	10-yr (9)
04/26/08	1,288.97	1,405.44	1,435.97	1,466.52	1,497.75	1,528.99	1,563.07	1,597.19	1,642.59

	15-yr (10)	20-yr (11)	25-yr (12)
04/26/08	1,711.96	1,725.90	1,739.82

GRADE 026

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,324.51	1,445.20	1,510.53	1,578.70	1,648.29	1,692.34	1,765.34	1,787.74	1,801.64

GRADE 027

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,324.51	1,450.91	1,517.63	1,590.08	1,662.50	1,710.74	1,784.07	1,806.46	1,820.40

GRADE 028

433 STOREKEEPER

04/26/08	1,362.82	1,484.96	1,555.97	1,624.15	1,699.44	1,746.32	1,827.30	1,849.69	1,863.60
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GRADE 28T

701A IS SYSTEMS SUPPORT SPECIALIST II

	Start (1)	1-yr (2)	1.5-yr (3)	2-yr (4)	2.5-yr (5)	3-yr (6)	3.5-yr (7)	4-yr (8)	10-yr (9)
04/26/08	1,362.82	1,484.96	1,520.46	1,555.97	1,590.04	1,624.15	1,661.82	1,699.44	1,746.32

	15-yr (10)	20-yr (11)	25-yr (12)
04/26/08	1,827.30	1,841.23	1,855.13

GRADE 029

364B LIBRARY CUSTOMER SERVICE ASSISTANT IV

319B OFFICE ASSISTANT IV

129B ZOO KEEPER

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,395.47	1,528.99	1,602.88	1,675.31	1,754.81	1,804.57	1,880.63	1,903.00	1,916.94

GRADE 030

203A ANIMAL CONTROL OFFICER

244B LEGAL SECRETARY

349B PAYROLL SPECIALIST

149A PROCUREMENT SPECIALIST TRAINEE

04/26/08	1,436.72	1,568.72	1,646.91	1,722.15	1,801.74	1,851.44	1,932.55	1,954.94	1,968.87
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BARGAINING UNIT 01
CLERICAL
Effective April 26, 2008

Issued 02/04/2009

GRADE 031

073 *BUILDING PERMIT CLERK
070 CHIEF METER READER
376B DSI CUSTOMER SERVICE SPECIALIST
320B EXECUTIVE ASSISTANT I
965 *LICENSE CLERK
287B PAYROLL AUDITOR

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,474.98	1,612.81	1,686.67	1,767.63	1,850.01	1,902.51	1,981.57	2,003.96	2,017.90

GRADE 032

150A PROCUREMENT SPECIALIST
249A *SECRETARY (STENOGRAPHER)
541 STOREROOM SUPERVISOR

04/26/08	1,516.17	1,659.68	1,737.81	1,818.77	1,904.00	1,959.39	2,044.99	2,067.41	2,081.29
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GRADE 033

382A CUSTOMER SERVICE SENIOR REPRESENTATIVE
629A LIEP PROCEDURES COORDINATOR
664A SENIOR ANIMAL CONTROL OFFICER
138A VEHICLE MAINTENANCE CLERK

04/26/08	1,557.38	1,707.98	1,786.06	1,869.90	1,959.39	2,014.76	2,101.21	2,123.56	2,137.49
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GRADE 034

321B EXECUTIVE ASSISTANT II

04/26/08	1,602.88	1,754.81	1,834.39	1,921.00	2,014.76	2,070.13	2,160.33	2,182.67	2,196.66
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GRADE 035

04/26/08	1,646.91	1,801.74	1,888.40	1,976.42	2,070.13	2,128.40	2,223.79	2,246.17	2,260.11
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GRADE 036

350B PAYROLL SYSTEM COORDINATOR

04/26/08	1,692.34	1,852.82	1,942.32	2,036.12	2,129.82	2,192.33	2,288.62	2,311.03	2,324.93
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GRADE 037

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,739.24	1,905.42	1,994.93	2,090.04	2,190.92	2,251.92	2,350.65	2,373.06	2,386.99

GRADE 37A

04/26/08	1,738.79	1,903.34	1,995.04	2,091.18	2,230.02	2,277.96	2,374.22	2,387.48	2,400.75
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GRADE 038

04/26/08	1,790.37	1,960.76	2,053.13	2,148.31	2,251.92	2,315.90	2,415.48	2,437.86	2,451.81
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GRADE 039

04/26/08	1,841.46	2,016.18	2,112.78	2,210.78	2,315.90	2,379.80	2,484.69	2,507.13	2,521.01
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GRADE 040

04/26/08	1,895.49	2,074.48	2,170.97	2,276.16	2,386.89	2,452.32	2,561.12	2,583.53	2,597.45
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GRADE 041

04/26/08	1,946.59	2,135.54	2,233.49	2,340.04	2,441.04	2,523.29	2,637.51	2,659.92	2,673.87
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GRADE 042

04/26/08	2,000.57	2,195.18	2,298.84	2,406.77	2,523.29	2,598.54	2,709.62	2,732.01	2,745.92
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GRADE 043

04/26/08	2,060.20	2,256.22	2,361.33	2,474.97	2,597.11	2,668.20	2,784.56	2,806.93	2,820.89
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GRADE 044

04/26/08	2,117.06	2,323.00	2,436.66	2,548.82	2,669.56	2,747.66	2,868.18	2,890.58	2,904.53
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GRADE 045

04/26/08	2,175.29	2,388.32	2,500.51	2,622.67	2,749.14	2,828.63	2,957.59	2,979.94	2,993.89
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GRADE 046

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	2,240.51	2,459.93	2,575.52	2,701.37	2,831.61	2,913.48	3,046.32	3,068.70	3,082.59

GRADE 047

04/26/08	2,307.77	2,533.77	2,652.79	2,782.38	2,916.58	3,000.90	3,137.68	3,160.10	3,174.01
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GRADE 048

04/26/08	2,376.97	2,609.80	2,732.43	2,865.86	3,004.05	3,090.91	3,231.84	3,254.20	3,268.16
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GRADE 049

04/26/08	2,448.27	2,688.07	2,814.35	2,951.83	3,094.22	3,183.62	3,328.78	3,351.16	3,365.10
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GRADE 050

04/26/08	2,521.73	2,768.70	2,898.82	3,040.39	3,187.05	3,279.12	3,428.63	3,451.02	3,464.95
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BENEFITS:**PROBATIONARY PERIOD**

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one year probationary period.

VACATION

1 st year thru 4 th year	- 12 days (.0462) P
5 th year thru 9 th year	- 18 days (.0693) J
10 th year thru 15 th year	- 21 days (.0808) E
16 th year thru 23 year	- 25 days (.0962) G
24 th year and thereafter	- 28 days (.1077) R

Vacation rate will now be based on the original employment date. Effective December 24, 2005 vacation was increased due to the elimination of Floating Holidays.

HOLIDAYS

Effective January 17, 2008, all holidays will be considered "major" holidays (paid at time and one half - 1.5x) if worked. (See Article 5).

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours, excluding overtime, on the payroll for that pay period. Paid hours include: hours actually worked, vacation time used, compensatory time used, paid leave and sick leave.

LIBRARY EMPLOYEES

For all employees assigned to the Library, Christmas Eve shall be recognized and observed as a paid major holiday and the Day after Thanksgiving shall be considered a normal workday.

SICK LEAVE CONVERSION

180 days of accumulated sick leave - ½ day of vacation for each day of sick leave (5 day maximum).
Must maintain 180 days of accumulated sick leave after conversion.

SICK LEAVE ACCRUAL

Effective January 1, 2006: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent, child or other household member.

OVERTIME

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

2008 HEALTH INSURANCE

Single: The Employer will contribute \$427.25 - \$525.51 per month for the 2008 single insurance contribution depending on the employee's plan choice.

\$100 per month will be deposited to an employee Flexible Spending Account for those employees choosing the SINGLE Open Access Deductible plan and who made the Flexible Spending Account Election during Open Enrollment or at time of eligibility.

Family: The Employer will contribute \$901.86 - \$1040.75 per month for the 2008 family insurance contribution depending on the employee's plan choice.

Three-quarter employees (¾) - Employer will contribute 75% of single/family insurance premium.
Half-time employees (½) - Employer will contribute 50% of the single/family insurance premium.

RETIREE INSURANCE ELIGIBILITY

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after 3/31/2001.

SEVERANCE PAY

See Article 24 of the Agreement for qualification requirements:

Effective December 31, 2007:

Minimum of 12 years of Service and
Accrued sick leave credits of:

	Severance
600	\$4,000
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000

Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after 3/31/2001.

Employees who are retiring and are eligible for severance will have his/her accrued but unused vacation contributed to the Post Employment Health Plan (PEHP). This payment will be made at the time of separation.

Effective January 1, 2009:

Minimum of 14 years of Service and
Accrued sick leave credits of:

	Severance
600	\$4,000
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000
1800	\$16000

For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

SEVERANCE PAY (Continued)

Effective January 17, 2008: Employees who are retiring and are eligible for severance pay will have his/her accrued but unused vacation contributed to a Post Employment Health Plan. This payment will be made at the time of separation.

DEFERRED COMPENSATION

Effective January 1, 2008: Discontinued the Employer contribution to Deferred Compensation. See Article 13 regarding contribution to Post Employment Health Plan.

POST EMPLOYMENT HEALTH PLAN

Effective January 1, 2008: (See Article 13 for eligibility requirements) Employees employed by the City for a minimum of one (1) calendar year and in the bargaining unit for a minimum of one (1) calendar year are eligible for a \$200 contribution to the Post Employment Health Plan (PEHP). Contributions will be made by April 1 of the following year. Employees who have completed twenty (20) years of service are eligible for a \$276 Employer contribution.

LIFE INSURANCE

\$20,000 for eligible employees.

NIGHT DIFFERENTIAL

Any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. provided at least four hours of the shift were worked between the hours of 6:00 p.m. and 6:00 a.m. shall receive a night differential of five percent (5%) for the entire shift.

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m. shall receive a night differential of five percent (5%) for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

Library Employee Night Differential: Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

RECALL RIGHTS AFTER LAYOFF

Two years

SAFETY SHOES

\$75.00 a calendar year toward the purchase of one pair of safety shoes for eligible employees. Employees may carry over the amount up to a total of \$150.00 for the purchase of shoes.

UNIFORM ALLOWANCE

The amount of the uniform allowance will increase by the same percentage as the general increase for 2008 (3.25%):

- Animal Control Officer will be reimbursed up to \$427.01 for the 2008 calendar year.
- Technical Trainee will be reimbursed up to \$94.90 for the 2008 calendar year.
- Zoo Keeper II's will be reimbursed up to \$415.14 for the 2008 calendar year.
- Parking Enforcement Officer one time reimbursement of \$948.88 for 2008.
- Meter Reader will be reimbursed up to \$218.77 for the 2008 calendar year.
- Maintenance Trainee will be reimbursed \$307.74 for the 2008 calendar year.

Park Concession Supervisor, Refectory Supervisor and Refectory Attendant who are required to wear a specific uniform, the City will provide each employee four (4) uniforms for full-time employees and two (2) for part-time employees.

CRITICAL RESOLUTION PAY

If the IS employee is represented by AFSCME Clerical bargaining unit and the resolution of the problem takes less than one and one-half hours (1.5), employees will be paid straight time for the two hour minimum.

If the resolution of the problem takes more than one and one-half (1.5) hours, then the overtime provision of the contract will apply.

ON-CALL MEMORANDUM OF AGREEMENT

The On-Call MOA was re-signed and will be in effect through December 31, 2010 for affected employees in the Office of Technology and the Police department.